Week 2 Assignment, Part 6: Teacher Recruitment and Retention

For this portion of the assignment, you will conduct an interview with an administrator at your school regarding strategies for recruiting and retaining high-quality teachers and administrators.

In the space below, describe what you learned in your interview regarding the recruitment and retention of quality staff at your school.

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| I e-mailed my assistant principal, Ronnie Edwards and he had a few really great things to say about teacher recruitment and retention. First, he said that it is a good idea to hire from the heart not the head. He said that he always makes sure his employees are qualified, but he always makes sure he believes the person is someone who can be a retain relationships. He stated that “Students who are connected in the school are successful; teachers and administrators who can make these connections with students have more success in helping students achieve success “(R. Edwards, personal communication, July 22, 2011).   Moving onto the topic of teacher retainment, this is something that Edwards mentions is very important to the success of a school. He said that he works to create an environment where teachers are happy, so they want to stay at work. He mentioned that he is a “servant leader who is willing to pitch in and help when needed” (R. Edwards, personal communication, July 22, 2011). From my personal experience working with Ronnie, I know this to be true. I also know that as a result of his hands on leading technique and his ability to let me be an individual in the classroom, I have stayed for working with him and not sought another job. |

As a prospective principal, what did you find out about recruiting high-quality teachers that might impact your recruitment activities?

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| Personally, I think the hiring game has really changed over the last few years. We are more focused on qualifications than ever before and maybe less worried about the personal connections that my assistant principal mentioned during the e-mail interview I had with him. Over the last couple of years I have worked with my campus, we have hired a few math teachers that were new to the profession, based solely on the fact that they used to be engineers. This is something that the national board of education is pushing: getting people who worked in math and science to teach math and science. All three of these individuals worked one year as a teacher and then quit the job to move back toward the private sector. I think that hiring based on qualifications alone is not enough to make a good educator. We need to make sure the person has the drive and want to work with kids. Teaching is a tough job and often not as a rewarding as most people have come to expect in the work place. When I am a principal hiring my employees, I will be sure to ask them about their passion for the job. If they don’t have it, they probably won’t be on my list of applicants for hire. |